

# THE CONSTITUTION OF EMMANUEL GRACE CHURCH INC. OF EASTEND, SASKATCHEWAN

## ARTICLE I- NAME

The name of the congregation shall be Emmanuel Grace Church Inc. The congregation is located in Eastend, Saskatchewan.

## ARTICLE II - PURPOSE

To glorify God through the fulfillment of the Great Commission (Matthew 28:19-20) in the spirit of the Great Commandment (Matthew 22:37-39). The commission is fulfilled and God is glorified as we manifest His presence in making disciples of Jesus Christ (II Timothy 2:2; I Corinthians 10:31).

## ARTICLE III: VALUES

The following values represent the biblical priorities for our ministry:

1. Prayer (James 5:16; Jeremiah 33:3)
2. Preach the authority of God's Word without apology. (Hebrews 4:12; II Timothy 4:1-5)
3. Proclaim the Gospel of Jesus Christ with boldness and work toward producing disciples. (Romans 1:16; Matthew 9:36-38)
4. Praise the name of Jesus Christ through a life of worship. (John 4:23-24)

## ARTICLE IV: DOCTRINAL STATEMENT

### THE SCRIPTURES

Different men, while writing according to their own styles and personalities, were supernaturally moved along by the Holy Spirit to record God's very words, inerrant in the original writings. The sixty-six books of the Old and New Testaments are the full and final revelation of God's self-disclosure and counsel to man. There is no new revelation or knowledge of or about God or man apart from what is already recorded in the Scriptures. They represent our full and complete authority for belief, obedience, and acceptable worship of God. Whereas there may be several applications of any given passage of Scripture, there is but one true interpretation. Scripture interprets Scripture. Therefore, those applying themselves to study its literal, historical-grammatical context under the enlightenment of the Holy Spirit can accurately understand God's Word. Scripture is fully trustworthy as our final and infallible rule of faith and practice for all of life. The truth of Scripture stands in judgment of men; never do men stand in judgment of Scripture.

### THE TRIUNE GOD

There is but one living and true God who is infinite, eternal, and unchangeable in His being, wisdom, power, holiness, justice, goodness, and truth. He is absolutely separate from and above the world as its Creator, yet everywhere present in the world as the upholder and controller of all things. God is one in essence. In the unity of the Godhead there are three Persons: the Father, the Son, the Holy Spirit. They are equal in every divine attribute and perfection. All three Persons are worthy of precisely the same worship, confidence, and obedience. They execute distinct but harmonious functions in the great work of redemption. In God we live and move and have our being. He is the God of truth and without iniquity. God alone is just and right and shall judge the world.

## GOD THE FATHER

God the Father created the universe apart from preexisting materials and without means in six literal days for His glory according to His own will through His Son Jesus Christ. He upholds all things by His power and grace, exercising sovereign headship over all creation. He saves from sin all who come to Him through Jesus Christ; and He relates Himself to His own as their Father.

## GOD THE SON

Jesus Christ, the eternal Son, moved by love in accordance with the will of the Father, took on human flesh to reveal God, redeem man, and rule over God's kingdom. Conceived through the miraculous work of the Holy Spirit, He was born of the virgin Mary. In the incarnation of Christ, He surrendered only the privilege of His deity but none of His divine nature, either in degree or kind. Jesus, being indivisibly fully God and fully man, was without sin as to nature, unable to sin in principle, and did not sin in fact. By His sinless life, miraculous ministry, shedding of His blood, and His physical sacrificial death on the cross; Jesus satisfied divine justice concerning sin, thus freeing believers from the punishment, penalty, power, and one day the very presence of sin. The believer is declared righteous, given eternal life, and adopted into the family of God. Jesus' death was voluntary, vicarious, substitutionary, propitiatory, and redemptive. Jesus does provide physical healing for our bodies according to His will, however, His death on the cross is not provision for the healing for our earthly bodies, the provision of worldly prosperity and well being, or any other fleshly desires. His death on the cross was to bring healing to our souls, thereby giving us eternal life in heaven.

Unlike man, Jesus did not die spiritually and Scripture does not indicate that He went to hell after His physical death on the cross. His spirit was with the Father until He was bodily resurrected. Jesus arose visibly and bodily from the dead three days after His death as a guarantee of the future resurrection to life of all believers. After His bodily ascension to the Father's right hand in heaven, He sent the Holy Spirit to care for and keep those who belong to Him. He is now Head of His Body the Church, the only Savior and Mediator between God and man, and will return to earth in power and glory to consummate His redemptive mission and as the final judge of all who fail to place their trust in Him as their Savior from sin.

## GOD THE SPIRIT

The Holy Spirit is coequal and of the same essence with the Father and the Son. He convicts the world of sin and transforms believers into the likeness of Christ, baptizing the believer into one body of which Christ is the head. He glorifies the Lord Jesus Christ in all He does. The work of the Holy Spirit in believers involves that of regeneration, indwelling, sanctifying, instructing, guiding, comforting, empowering for godly living and service, and preserving to the day of Christ. He bestows gifts among believers to glorify Christ by implementing His work of redeeming the lost and building up believers in the faith. Every believer possesses the indwelling presence of the Holy Spirit from the moment of salvation, and it is the duty of all those born of the Spirit to be filled with (controlled by) the Spirit.

God the Holy Spirit is sovereign in bestowing all His gifts for the perfecting of the saints today. Speaking in tongues and working of sign miracles in the beginning days of the

church were for the purpose of pointing to and authenticating the apostles as revealers of divine truth, and were not intended to be characteristic of the lives of all believers. The Holy Spirit reveals the Word of God to mankind. He does not bring any new revelation apart from what has already been revealed in Scripture. The Word of God and the Spirit of God are inseparable.

## ANGELS

The angels were all created by God as a great host of sinless spirit-beings, most of whom kept their holiness, to worship God and serve His purposes. As part of God's creation, they are not to be prayed to or worshiped. One of the angels fell through the sin of pride and influenced a large company of angels to follow him, who thereby became demons. Scripture usually refers to this angel as the Devil or Satan. The work of Satan and the demons is the attempted subversion and supplanting of the work of God. By a subtle suggestion, Satan accomplished the moral fall of man, subjecting them to his own power. Satan continues as the enemy of God, the accuser of God's people, and persistently seeks to counterfeit the works and truth of God and elevate man. Satan was judged at the cross, though the sentence was not then executed, and he will finally be thrown into the lake of fire at the end of the Millennium.

## MAN

God created man—male and female—in His own image and likeness, free of sin, to glorify Himself, enjoy His fellowship, and fulfill His will and purposes on earth. Man was created free from sin with a rational nature, intelligence, volition, self determination, and moral responsibility to God. Tempted by Satan, man voluntarily chose to disobey the revealed will of God. As a consequence man incurred the penalty of spiritual and physical death, and became subject to the wrath of God, inherently corrupt, powerless, and incapable of choosing, doing, or offering that which is acceptable to God apart from divine grace. With no powers to enable him to recover himself, man is hopelessly lost, totally depraved by nature and by choice, without defense or excuse apart from salvation which is solely in the Lord Jesus Christ without any contribution from man.

## SALVATION

Jesus Christ died for our sins according to the Scriptures as the substitutionary atonement in our place, and salvation is found in none other than Jesus Christ. Jesus Christ's death on the cross was the sole and complete payment for sin, through which God's righteous wrath was fully satisfied for each person that turns from sin in repentance and places their faith in Jesus Christ. Salvation is a gift given by Christ by grace alone apart from any virtue or work of man. At salvation each person is made a new creation by the indwelling of the Holy Spirit, declared righteous before God, and becomes an adopted child of God. Genuine faith continues and grows in complete surrender and consecration through abiding, obedience, service, and love for Jesus Christ. The believer seeks to live a life eager to glorify God and persevere to the end.

## RESURRECTION

Jesus' crucified body was literally and physically resurrected on the third day following His death. He is now ascended to the right hand of the Father, where He mediates as our Advocate and High Priest. His resurrection ensures justification and future bodily resurrection to eternal life for all believers.

## THE CHURCH

Upon believing and embracing the Lord Jesus Christ as Lord and Saviour, all believers become part of His body, the church - of which Jesus Christ is the Head. There is one church universal, composed of all those who know Jesus Christ as Saviour and follow Him as Lord. The Scriptures command believers to gather together in local churches under the leadership of elders to devote themselves to worship, prayer, teaching of the Word, observance of the ordinances (baptism and communion), application of discipline, fellowship, service to and edification of the body through the development and use of talents and gifts. It is the aim, duty, and privilege of every believer and local church fellowship to glorify God by responding as active participants to the command of Jesus Christ to proclaim the gospel message and to go and make disciples of all believers in all nations. Wherever God's people meet regularly in obedience to His commands there is the local expression of the church. Its members are to work together in love, truth, and unity, intent on the one ultimate purpose of glorifying Christ.

## BAPTISM AND COMMUNION

Baptism is commanded by Christ as the solemn and beautiful testimony of every believer showing their faith in the crucified, buried, and risen Saviour, and their union with Him in death to sin and resurrection to a new life. It is also a sign of fellowship and identification with the visible body of Christ. The Lord's Supper is commanded by Christ as the solemn remembrance by believers of Christ's death until He comes. Participation should be preceded by a careful self-examination of our heart and motives recognizing the significance and purpose of Christ's sacrifice.

## LAST THINGS

*We hold to the position of a Pre-tribulation Premillennialism. The summary below is provided for understanding, however, full agreement is not required for membership. Members only need to accept that Christ's physical return to judge & reign is imminent, and that this position will never become one of contention or division within the church.*

**The Intermediate State:** At death, the redeemed pass immediately into the presence of Christ with no loss of our immaterial consciousness. There is separation between body and soul, and that, for the redeemed, such separation will continue until the rapture, which represents the first resurrection when our soul and body will be reunited to be glorified forever with our Lord. Until that time, the souls of the redeemed in Christ remain in joyful fellowship with our Lord Jesus Christ. The souls of the unsaved at death are kept under punishment until the second resurrection when the soul and the resurrected body will be reunited. They shall appear at the Great White Throne Judgment and shall be cast into hell, the lake of fire, cut off from the life of God forever.

**The Rapture of the Church:** The bodies of the living saints and dead saints are raised up to meet Christ before the tribulation and to be rewarded according to their works.

**The Tribulation Period:** Immediately following the removal of the church from the earth, the righteous judgments of God will be poured out upon the unbelieving world.

**The Second Coming and the Millennial Reign:** After the tribulation period, Christ will come in glory to earth to occupy the throne of David and establish His messianic kingdom of 1,000 years on the earth. During this time the resurrected saints will reign with Him over Israel and the nations of the earth. This reign will be preceded by the overthrow of the

Antichrist and the False Prophet, and by the removal of Satan from the world. The kingdom will be the fulfillment of God's promise to Israel to restore them to the land that they forfeited through their disobedience. The result of their disobedience was that Israel was temporarily set aside, but will again be awakened through repentance to enter into the land of blessing. This time of our Lord's reign will be characterized by harmony, justice, peace, and righteousness, and will be brought to an end with the release of Satan.

**The Judgment of the Lost:** Following the release of Satan after the 1,000 year reign of Christ, Satan will deceive the nations of the earth and gather them to battle against the saints and the beloved city, at which time Satan and his army will be devoured by fire from heaven. Following this, Satan will be thrown into the lake of fire and brimstone, whereupon Christ, who is the Judge of all men, will resurrect and judge the great and small at the Great White Throne Judgment. The resurrection of the unsaved dead to judgment will be a physical resurrection, whereupon receiving their judgment, they will be committed to an eternal conscious punishment in hell, the lake of fire.

**The Eternal State:** After the closing of the millennium, the temporary release of Satan, and the judgment of unbelievers, the saved will enter the eternal state of glory with God, after which the elements of this earth are to be dissolved and replaced with a new earth, wherein only righteousness dwells. Following this, the heavenly city will come down out of heaven and will be the dwelling place of the saints, where they will forever enjoy fellowship with God and one another. Our Lord Jesus Christ, having fulfilled His redemptive mission, will then deliver up the kingdom to God the Father, that in all spheres the triune God may reign forever.

#### WHAT IT MEANS TO BE A CHRISTIAN/BELIEVER

Being a Christian is more than identifying yourself with a particular religion or affirming a certain value system. Being a Christian means you have embraced what the Bible says about God, mankind, and salvation.

God Is Sovereign Creator: Contemporary thinking says man is the product of evolution. But the Bible says we were created by a personal God to love, serve, and enjoy endless fellowship with Him.

God Is Holy: God is absolutely and perfectly holy, therefore He cannot commit or approve of evil. God requires holiness of us as well. First Peter 1:16 says, "You shall be holy, for I am holy."

Mankind Is Sinful: According to Scripture, everyone is guilty of sin: "There is no man who does not sin". That doesn't mean we're incapable of performing acts of human kindness. But we're utterly incapable of understanding, loving, or pleasing God on our own. God is in no need of man. Man is in complete dependence on God.

Sin Demands a Penalty: God's holiness and justice demand that all sin be punished by death: That's why simply changing our patterns of behavior can't solve our sin problem or eliminate its consequences.

Jesus Is Lord and Savior: The New Testament reveals it was Jesus Himself who created everything. Therefore He owns and rules everything. That means He has authority over

our lives and we owe Him absolute allegiance, obedience, and worship. Romans 10:9 says, "If you confess with your mouth Jesus as Lord, and believe in your heart that God raised Him from the dead, you shall be saved." Even though God's justice demands death for sin, His love has provided a Savior who paid the penalty and died for sinners. Christ's death satisfied the demands of God's justice and Christ's perfect life satisfied the demands of God's holiness, thereby enabling Him to forgive and save those who place their faith in Him.

The Character of Saving Faith: True faith is always accompanied by repentance from sin. Repentance is agreeing with God that you are sinful, confessing your sins to Him, and making a conscious choice to turn from sin and pursue Christ and obedience to Him. It isn't enough to believe certain facts about Christ. Even Satan and his demons believe in the true God, but they don't love and obey Him. True saving faith always responds in obedience.

## ARTICLE V: CHRISTIAN LIVING

### SECTION 1 - CONCERNING CONDUCT

The Bible teaches that all believers are set apart unto God and called to live godly, obedient lives honoring Christ in all they do. They are responsible to live in such a manner as not to bring reproach upon their Saviour and Lord lest the Word of God be blasphemed. As Christians we should obey the Word of our Lord, seek the things which are above, walk as He walked, and accept as our responsibility the duty and privilege of bearing the Gospel to a lost world. A victorious and fruitful Christian life is possible only for those who have surrendered themselves wholly to Christ and walk by the power of the Holy Spirit, which all believers are called to do.

### SECTION 2 - CONCERNING SEPARATION

Because of God's holy nature and the believers' high calling, Scripture teaches and commands personal and ecclesiastical separation from religious apostasy, from sinful pleasures, practices, and associations, and from professing believers living in willful disobedience to the Word of God - "... note those who cause divisions and offenses, contrary to the doctrine which you learned and avoid them" (Romans 16:17). This does not include separation from unbelievers who need the Word of God to penetrate their world with the Gospel of Jesus Christ.

### SECTION 3 - CONCERNING MEMBERSHIP

The New Testament clearly indicates that groups of people who were followers of the Lord Jesus Christ identified themselves with and committed themselves to a particular local church. The local church is the visible expression of the universal church of Christ. Membership in a local assembly is good and proper in that it is the expression of our love for Christ in fellowship with other believers for our own spiritual growth and in the furtherance of the gospel.

In order to implement the principles of accountability and commitment to the local body of Christ, as defined in the New Testament and practiced in the early churches, Emmanuel Grace Church recognizes the need for formal membership. Membership at Emmanuel Grace Church is for all who the elders have discerned to be believers and followers of the Lord Jesus Christ, who affirm the tenets of the Constitution, who offer

evidence by their confession and their conduct that they are living in accord with their affirmations and this Constitution, and are actively pursuing and continuing in a vital fellowship with the Lord, Jesus Christ.

### 3A - MEMBERSHIP COMMITMENT

The effectiveness of joining together will be determined by the level of the commitment we make. Emmanuel Grace Church is seeking to be a group of people who are determined to know the joy Christ intended for His body - the church. To this end, members of Emmanuel Grace Church must be willing to live in submission to the doctrinal statement and to the leadership of the church. Members must direct their speech and conduct their activities in a spirit of sacrificial love in order to build up the body. The member must accept that it is not possible to express the love of Christ to a lost world unless they first love other believers. Those who do not love the members of the body cannot be of any value to the body in fulfilling the will of God. Further, they must be willing to abide by the entire membership commitment which in summary states.

1. I have, by faith, become a follower of Jesus Christ and I have been, or intend to be baptized as a way of demonstrating that commitment.
2. I will seek to maintain consistent disciplines of prayer, Bible study, and evangelism.
3. I will determine not to criticize nor listen to criticism concerning any member(s) of this body and will, when personally offended, speak directly and lovingly with those involved.
4. I will seek to support the ministries of Emmanuel Grace Church by faithfully and joyfully giving of what God has entrusted me.

### 3B - PROCEDURE FOR MEMBERSHIP

A member must be in regular attendance at Emmanuel Grace Church for a minimum of 6 months directly preceding membership application and then attend the Emmanuel Grace Church Membership class. The membership class will present the doctrine and distinctives of Emmanuel Grace Church, as well as a clear and concise overview of who Christ is, how one becomes a Christian, and how to be meaningfully connected to the church.

Upon completion of the class, any person professing personal faith in Jesus Christ as Saviour and commits to follow Him as Lord should indicate their desire for membership by completing a membership application and submitting it to the elders. All potential members must be in agreement with and agree to be governed by all the provisions in the Constitution, as well as the distinctives outlined in the membership document. All membership applications will be reviewed by the elders, which includes a possible interview with the applicant(s). Upon successful completion of the review process, the name(s) of the applicants will then be posted at the church for a period of two weeks. During this period members will be encouraged to clear up any relational or other difficulties which could hinder the applicant's ministry among us. This is done in the spirit of Matthew 18:15-17 for the mutual benefit of both the applicant and church family. Upon successful completion of the two week period (or longer if required), the applicant(s) will be welcomed into membership by the elders during a regular Sunday service.

Staff shall be, or shall become, members of Emmanuel Grace Church. When a new staff member is hired, if not already a member, shall by nature of their hiring automatically become members.

### 3C - MEMBER RESPONSIBILITIES

**Participation** - Membership is a commitment to be an active part in the life of the church. Two areas we will use to gauge ongoing commitment is through attendance at a minimum of 75% of regular worship services throughout the year, and attendance at all membership meetings when able.

**Obedience** - Members are to live in obedience to the commands of Christ taught in Scripture and to submit to the leadership and teaching of the church.

**Giving** - Members should give cheerfully and not under compulsion to the church as God enables. Giving is an act of worship and sign of growing spiritual maturity. Giving is comprised of giving from our possessions, finances, time, and gifting.

**Affirmation Privileges** - Members who have reached 19 years of age may participate in votes of affirmation during membership meetings.

### 3D - TERMINATION/SUSPENSION OF MEMBERSHIP

A person's name shall be removed from the active Membership role of Emmanuel Grace Church under the following conditions:

**By Death** - Upon the death of a member their name shall be removed from the Membership of Emmanuel Grace Church.

**Request for Transfer** - Letters of referral to another church may be granted upon approval by the elders. Removal from membership is effective upon receipt of such request.

**Move** - It is expected that when a member moves to another town or city they will unite with another church as soon as possible. In the event they have not requested a letter of referral after a three month period, their membership will be removed.

**Extended Absence** - Absence from regular services for periods of three months or more shall result in the membership being placed in abeyance. During this time, all membership privileges will be suspended. Membership privileges may be restored upon a requested review by the elders. Memberships in abeyance for a period of six months or longer will automatically result in removal from membership. Those who are absent because of illness, military service, work responsibilities, missionary work, schooling, or by approval of special request shall not be removed while in such capacity.

**Under Discipline** - Those members who are under discipline of the church due to divisive and disorderly conduct, habitual immoral living, and/or false doctrine, will have their membership placed in abeyance. During this time, all membership privileges will be suspended. Furthermore, members cannot voluntarily withdraw or resign their membership in the midst of the discipline process, and may only voluntarily withdraw or resign their membership if they are not the subject of a discipline proceeding at the time or only after a disciplinary process, of which they are the subject, has been concluded as determined by the elder board.

**By Dismissal** - Those who do not respond to disciplinary action according to Scriptural instructions within a reasonable amount of time determined by the elders in consultation with the membership will be removed from membership. The procedure in such cases shall be as follows:

- First, the instruction of Matthew 18:15-18 shall be followed.

- If this does not lead to restoration, then the situation shall be told to the elders in writing.
- As written in 1 Timothy 5:19, should the accused be an elder, then at least two or three witnesses to the sin are required or else the accusation will not be heard by anyone.
- The accused shall be heard by the elders in the presence of the accusers.
- If the decision of the elders is that the accusation is just, appropriate action based on Scripture shall be taken by the elders which may include removal from membership. Should the accusation prove unwarranted, the elders shall work with the accusers toward clarification and /or resolution. In either case, should the accused not appear before the elders within a reasonable length of time the elders shall examine the situation and arrive at a decision based on the testimony received.
- Public disclosure of discipline shall be made to the church congregation at the discretion of the elders.

## ARTICLE VI - CHURCH GOVERNANCE

### SECTION 1- ELDERS BOARD

Emmanuel Grace Church will have one primary church office - the elders. The government of Emmanuel Grace Church shall be by the elders as described in the Constitution. The elders shall seek to make all major decisions by communicating and building consensus among the members, as described in the Constitution. The responsibility for interpreting the consensus of the membership through the leading of the Holy Spirit shall rest with the elders.

#### 1A - DUTIES

The Scriptures are clear that the elder's responsibility is the spiritual oversight of the congregation. The elder's responsibility can be broken down into three main areas:

1. Ensuring that the **doctrine** of the church remains purely biblical; all doctrinal issues in the church will be settled by the elders according to Scriptural instructions.
2. Ensuring that the **direction** of the church remains consistent with our statement of purpose and the values statement as outlined in the Constitution.
3. Administering in love and humility the biblical process of church **discipline** as outlined in Matthew 18:15-20 and Galatians 6:1-4.

All decisions affecting the overall doctrine, direction, and discipline of the church will be the responsibility of the elders.

#### 1B - QUALIFICATIONS

The Church elders shall consist of men who have demonstrated the qualifications according to 1 Timothy 3:1-16 and Titus 1:5-9, and are called by God to serve as an elder.

- Man of dignity

- Above reproach
- Husband of one wife
- Sober minded
- Self-controlled, free from immoral behavior and submissive
- Respectable
- Hospitable
- Able to interpret and teach the Word accurately.
- Humble and not quick-tempered
- Not addicted to alcohol
- Not violent but gentle
- Not quarrelsome
- Upright, holy and disciplined
- Not a lover of money but a lover of good
- Must manage his own household well
- Not a recent convert
- Considered above reproach by those outside the church

Potential candidates shall be considered from among those who have been members of Emmanuel Grace Church for a minimum of one year, and who are recognized for their spiritual maturity in matters pertaining to the Word of God and conduct of life.

#### 1C - SELECTION

Nominees for elder will come from the existing elders. In keeping with the clear biblical injunctions regarding authority structures within the church, only men will be considered for the office of elder. The existing elders will interview elder nominees to determine if the nominee is biblically qualified. The elder nominee(s) will then be presented to the membership with a reminding of the biblical requirement for elders. The membership will have 30 days to speak personally with the nominee(s) if they are aware of any disqualifying characteristics. If any issue or matter arises and remains unresolved, the nominee or concerned member should approach the elders and request that the nominee be withdrawn from consideration. Absolutely no unresolved concerns or issues will be allowed for discussion during any membership meeting or public forum of any kind, unless they have first been presented to the elders at least two weeks in advance of any membership meeting. After the completion of 30 days, the elders will present the qualified nominee(s) to the membership for a vote of affirmation. Any vote of affirmation falling short of 90% will automatically result in further review and consultation by the elders before a final decision.

#### 1D - TERM

Since Scripture indicates no fixed term for elders, no specific limit will be placed on how long an elder can serve. Instead, each elder (with the exception of pastoral staff – see Section 2F), upon appointment, shall be asked for a three year commitment. At the end of three years the appointment will be reviewed. During the review, both the individual and the other elders shall evaluate his continued

service as an elder taking into account any input from the membership. Consideration shall be given to the biblical qualifications for elders, as well as any personal factors that might affect his service and the unity of the church. Upon a successful review, the individual will be presented to the membership for re-affirmation for another three year term. Any vote of re-affirmation falling short of 90% will automatically result in further review and consultation by the elders before a final decision.

An individual's service as an elder may be discontinued by his own decision or by a consensus decision of the other elders. A person leaving the elders would not preclude his service as a future elder, subject to the regular selection process. Shorter commitments may be requested of some elders in order that no more than approximately one-half of the elder commitments would expire each year. This will help preserve continuity among those actively serving as elders. Notwithstanding the length of commitment, each actively serving elder will continue serving (when able) until his successor has been appointed and is actively serving.

#### 1E - RESIGNATION OR REMOVAL

Notice of resignation of an elder shall be given in writing to the other elders and will take effect on the date of receipt of notice or at any time specified therein. In the event it is necessary to remove an elder, the remaining elders will first conduct a reasonable inquiry and hearing concerning the cause for removal. The individual under consideration for removal shall not be recognized in establishing a quorum, nor have any privileges in decision making. The affirmative consensus of the remaining elders to remove the said elder will result in the consensus being presented to the membership for discussion and affirmation. During this period, the subject elder will be suspended. Any vote resulting in less than 75% affirmation will result in the elders taking additional time to consider, pray, discuss, and consult, before again presenting the issue to the membership. The individual under consideration will be under suspension until a final decision is made.

In the event that the number of elders for any reason falls below the minimum number as authorized, the elders shall move to appoint additional elders in the manner as defined in the Constitution, in order to meet the minimum requirements. Any such action shall be communicated to the membership as soon as possible. Elders are encouraged to fulfill their three year commitment, resigning (if needed) just prior to the expiration of their term unless their situation precludes them from doing so.

#### 1F - STRUCTURE

The number of elders is to be a minimum of three (3) and may vary from time to time up to a maximum of six (6) by resolution of the elders without amendment of this Constitution. No more than 50% of the elders shall be constituted by church staff. The elders shall include the Senior Pastor. All elders will have equal authority, but not necessarily equal influence, as there is a possibility and likelihood that some will stand out from the others as more public in their area of ministry, or more influential in their participation on the elders board. The Senior Pastor is an elder and will work in cooperation with the other elders to ensure healthy ministry development and strong accountability. The Chairman will be an elder who is selected by consensus of the elders.

## 1G - COMPENSATION

Elders will not receive any compensation for their services as an elder. In special circumstances travel expenses for an elder who is required to attend a special meeting may be paid if approved by the elders. Pastoral staff serving as elders may receive their regular compensation for their role as pastors.

## 1H - MEETINGS AND DECISION MAKING

The elders will meet at least bi-monthly. Special elder meetings may be called by, or at the request of, a majority of the elders. A majority of the elders will constitute a quorum for the transaction of the business at any elders meeting. Any meeting of the elders may be conducted in simultaneous multiple locations if the various locations are effectively connected by technology. In the event any meeting that will be so held, the results of any decisions made will be recorded in writing and signed by all elders present.

It is the intent of the elders to employ the method of consensus as the most appropriate decision-making model so that all elders reach a unified conclusion. Consensus means either unanimity among the elders or a general agreement after all present elders have had a fair and reasonable opportunity to be heard. Consensus will have been achieved if most elders are in agreement on an issue and the elders in the minority are willing to join the majority in public support of a decision. Consensus requires that each and every elder publicly support the decision.

## SECTION 2 - PASTORAL & NON-PASTORAL STAFF

The primary role of pastoral staff is to provide spiritual and ministry oversight for the congregation as outlined in the Pastoral Role Description. Any remuneration staff receive will be for their role as a staff member and not for any duties as an elder or committee member. The role of non-pastoral staff will be to support the pastors and be outlined in their respective role descriptions.

### 2A - DUTIES

Pastoral staff's primary role will be to provide spiritual care and shepherding of the people of the church, and secondarily, to give leadership to the carrying out of church ministries. Non-pastoral staff's role will be to support the role of the pastor(s). All role descriptions will be developed and approved by the elders.

The Senior Pastor role is a special role among the staff wherein he will be called upon to faithfully preach God's Word and model the priority of discipleship within the church. He will give oversight and direction to all other pastoral and non-pastoral staff and work as an elder in carrying out the overall ministry of Emmanuel Grace Church. He may also be a member of all other teams/committees within the church.

### 2B - QUALIFICATIONS

The qualifications are equivalent to the biblical qualifications of an elder for all staff given the title of Pastor. For non-pastoral staff carrying the title of Director or Team Leader or other ministry roles, the qualifications will be detailed in the job

description for that specific role.

#### 2C - SELECTION

All new pastoral and non-pastoral staff candidates will be identified by existing staff and the elders. All candidates must be presented to the membership for affirmation. The elders will then make a decision based on the level of affirmation and any input received from the membership. Selection of Senior Pastor requires a minimum 90% vote of affirmation before any call can be extended. The elders must agree unanimously on all hiring of pastoral and non-pastoral staff.

#### 2D - TERM

All pastoral and non-pastoral staff members will serve for an indefinite period of time according to their employment agreement.

#### 2E - STRUCTURE

The Senior Pastor is responsible and accountable in the performance of his duties to the elders. All other pastoral and non-pastoral staff are responsible to the Senior Pastor.

#### 2F - DISMISSAL

A pastoral staff member may only be dismissed by a consensus decision of the elders and affirmation of the membership. Any affirmation from the membership of the elder's recommendation of less than 75% will result in further discussion by the elders before being presented again to the membership. A non-pastoral staff member may only be dismissed by a consensus decision of the elders. Affirmation from the membership may be sought, but will not be required for the dismissal of a non-pastoral staff member.

### SECTION 3 - ADDITIONAL OFFICERS

The officers of the church are the Chairman, a Secretary, and a Treasurer. The Chairman, Secretary, and Treasurer will be elders and appointed by the elders. Such other officers and assistant officers, agents and assistant agents as may be deemed necessary may be appointed by a consensus decision of the elders. Any two (2) or more offices may be held by the same person, except the offices of Chairman or Secretary.

#### 3A - CHAIRMAN

The Chairman shall be the principal officer of the church, and, subject to the control of the elders, will preside at all meetings of the elders. The Chairman will chair all meetings of the elders, unless otherwise stipulated by the consensus of the elders. The Chairman may sign, with the Secretary or any other officer of the church authorized by the elders, such documents and deeds of the church as necessary or appropriate including, but not limited to, mortgages, bonds, contracts, or other instruments which the elders have authorized to be executed, except in cases where the signing and execution thereof will be expressly delegated by the elders or by this constitution to some other officer or agent of the church, or will be required by law to be otherwise signed or executed, and, in general, will discharge all duties incident to the office of Chairman and such other duties as may be assigned by the elders.

### 3B - SECRETARY

The Secretary shall be responsible for the general secretarial duties for Emmanuel Grace Church. The Secretary may sign, with the Chairman or any other officer of the church authorized by the elders, such documents and deeds of the church as necessary or appropriate including, but not limited to, mortgages, bonds, contracts, or other instruments which the elders have authorized to be executed, except in cases where the signing and execution thereof will be expressly delegated by the elders or by this constitution to some other officer or agent of the church, or will be required by law to be otherwise signed or executed, and, in general, will discharge all duties incident to the office of Secretary and such other duties as may be assigned by the elders. In addition, it shall be the responsibility of the Secretary to keep all membership records, record minutes of all elder meetings and membership meetings as may be called by the elders.

### 3C - TREASURER

The Treasurer shall be responsible for the recording of all income and expenditures of Emmanuel Grace Church, and for the preparation of timely financial reporting to the elders and membership as required. The Treasurer shall supply the auditors with such records as may be necessary when auditing the accounting records of the church. In addition, the Treasurer shall be responsible for the recording of all charitable gifts and the issuance of charitable receipts in a way that establishes accountability and conduct above reproach and as defined by Canada Revenue Agency under its Charitable Registration, or shall appoint a member of the church to carry out the charitable recording/receipting as described. The Treasurer shall ensure all cheques, bills of exchange or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of Emmanuel Grace Church, shall be signed by such officer or officers, agent or agents of Emmanuel Grace Church and in such manner as shall from time to time be appointed and approved by the elders. Any one of such officers or agents may alone endorse notes and drafts for collection on account of Emmanuel Grace Church through its bankers, and endorse cheques or notes for deposit for the credit of Emmanuel Grace Church or the same shall be endorsed "for collection" or "for deposit" by using Emmanuel Grace Church's rubber stamp for such purpose. Any one of such officers or agents so appointed may arrange, settle, balance and certify all books and accounts between Emmanuel Grace Church and its bankers and may receive all paid cheques and vouchers and sign all the bank's forms or settlement of balances and release or verification slips. The Treasurer shall collect, record, and deposit all offerings to the church. The Treasurer shall ensure that funds received are disbursed at the discretion of the elders for various church, ministry, and missionary activities according to the budget prepared by the elders. Emmanuel Grace Church shall be carried on without purpose of gain for its members and any profits shall be used solely for the purposes and promotion of its objectives as set forth in Article II.

### 3D - SPECIFICS REGARDING OFFICER APPOINTMENTS COMPENSATION

Officers will not receive any salaries for their services as officers, but by resolution of the elders, expenses of attendance (if any) may be allowed for each regular or special meeting, provided that nothing herein contained is to be construed to preclude any Officers serving the corporation in any other capacity and receiving

compensation for that service.

#### VACANCIES

Any vacancies occurring in any office to be filled by reason of any increase in the number of members or resignation or termination are to be filled by the elders as soon as practical. Any member so appointed to fill a vacancy will be appointed for the unexpired commitment of their predecessor in office.

#### DELEGATION OF AUTHORITY

In case of the absence of any officer of the church, or for any other reason that it may deem sufficient, the elders may either delegate the powers or duties of such officer to any elder or pastoral staff of the church, for the time being, or may eliminate some or all of such powers or duties of such officer.

#### ELECTION AND TENURE

The elders will appoint offices of Chairman, Secretary, and Treasurer annually. Each officer will hold office until the first of the following to occur: until their successor has been duly elected and will have qualified; or until death, incapacity, or if he moves out of the area; or until removal in the manner hereinafter provided.

#### REMOVAL

Any officer or agent may be removed by the elders whenever, in its judgment, the best interest of the church is to be served thereby, but such removal will be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an officer or agent will not in itself create contract rights.

#### QUALIFICATIONS

The Chairman, Secretary, and Treasurer each must be an elder.

#### SECTION 4 - STANDING OR SPECIAL TEAMS

The elders will have power to appoint teams for the purpose of conducting certain aspects of ministry not otherwise delegated. All team members will be selected by and serve under the authority of the elders for the period of time agreed to with or specified by the elders. Any member of a team may be removed at any time by decision of the elders.

#### SECTION 5 - WOMEN IN MINISTRY

At Emmanuel Grace Church we affirm the God-ordained role that women are to play in the establishment and leadership of the local church. We believe that every opportunity of leadership is open to women except those that are excluded by Scripture. The Scriptures clearly state that men are to serve in the office of elder and that women are not to serve in church positions in which they exercise authority over men or in which they teach doctrine to men. We desire to see qualified women serving in any leadership position that is not forbidden in the Scriptures. We do not see this restriction of roles as an issue of equality, for men and women are equal under God in every way. We see this as an issue of sameness. Men and women are not the same as the Bible makes clear. Just as the Father, Son, and Holy Spirit are different in function and responsibility yet equal, so it is with the relationship between men and women.

## ARTICLE VII – ANNUAL OR REGULAR MEETINGS

### SECTION 1 – PURPOSE & FREQUENCY

The elders will ensure that a membership meeting known as the “Annual General Meeting” will be held each year. This meeting is to be primarily devoted to affirming elder nominee(s), reviewing and discussing ministry as well as the previous year financial statements, and selecting an auditor for the coming year.

In addition to the “Annual General Meeting”, the elders will call at least two membership meetings each calendar year for the purpose of communicating important information, discussing ministry, receiving input, conducting votes of affirmation, and accountability. The format and agenda for these meetings will be determined by the elders and may differ from meeting to meeting and year to year.

### SECTION 2 - DECISION BY CONSENSUS

The Book of Acts reveals that the authority for the direction of the affairs of the church was vested in the elders. The elders are responsible to be sensitive to the leading of the Holy Spirit and to discern on behalf of the membership and broader congregation the direction of the church. The elders shall employ the method of consensus as the most appropriate decision-making model. Consensus decision-making acknowledges mixtures and nuances of favor and opposition and the need for a process of prayer, discussion, and discernment so that the membership reaches a unified conclusion in as much is possible.

In order to grow together as a membership and benefit from the wisdom given by God to the members, the elders will present certain matters to the membership for discussion, input, and affirmation. The process will begin with a presentation of all the pertinent information, along with the recommendation of the elders. This will be followed by a period of prayer, questions, and discussion. If there is reasonable expectation that a consensus has been achieved, a vote of affirmation will be taken. Where sufficient agreement among the members is not obvious or does not meet minimums outlined in the Constitution, the elders will take further time for reflection, prayer, discussion, and to make any changes. The elders will then again present the item to the membership at a future membership meeting. There are no preset limitations to this process.

A vote of affirmation differs from a vote of approval in that it prevents us from being pressed into a premature decision; it prevents a predetermined percentage of the members in making a binding decision for the full membership; and it allows the elders to retain their authority and leadership responsibilities toward achieving unity. In as much is possible, the goal is to reach a consensus that the membership can celebrate and/or support.

### SECTION 3 – QUORUM & PROXY

Quorum will be comprised of the number of members in good standing present at any meeting. There are no minimum quorum requirements. Since each meeting will include discussion to build consensus, there are no proxy provisions for any meeting. The member must be physically present in order to provide input into any discussion, give an opinion, and/or participate in a vote of affirmation.

## ARTICLE VIII - GENERAL PROVISIONS

### FISCAL YEAR AND AUDIT

The fiscal year for Emmanuel Grace Church shall be a calendar year. The elders shall appoint a professional accountant/auditor/bookkeeper to perform a review and engagement, and when deemed necessary by the elders and/or required by the Canada Revenue Agency - a full audit. A report will be presented to the elders and then distributed to the membership.

#### DISCONTINUANCE

In the event that Emmanuel Grace Church discontinues and is dissolved, its assets not required for payment of its liabilities and obligations shall be paid over and transferred to the denomination and/or association of which Emmanuel Grace Church was a member at time of dissolution. Failing such, payment shall be made to one or more organizations engaged in activities similar to our own and in agreement with the Statement of Doctrine in this Constitution, and being a recognized charitable organization in Canada. Such distribution shall be determined as directed by the elders.

#### SALE OF ASSETS

A sale, lease, exchange, mortgage, pledge or other disposition of property or assets of the church may be made by the elders upon such terms and conditions and for such considerations, which may consist in whole or in part of the money or property, real or personal, as may be authorized by the elders.

#### CONTRACTS

The elders may authorize any officer or officers, agent or agents, to enter into any contracts or execute and deliver any instrument in the name of and on behalf of the church, and such authority may be general or confined to specific instances.

### ARTICLE IX - AMENDMENTS / INTERPRETATION

#### SECTION 1 - AMENDMENTS TO THESE ARTICLES

Amendments to the Constitution will be recommended as needed by the elders. Such amendments will be distributed to the membership for input and feedback. Amendments must be affirmed by 75% of the membership present at a duly called membership meeting for this purpose. Notice of the proposed amendment(s) (including the suggested text of the change) shall be given in writing to all members from the elders at least 20 days before the meeting at which the decision is to be made.

#### SECTION 2 - INTERPRETATION

In this Constitution and in all subsequent additions or amendments to this Constitution, unless the context otherwise requires or it is otherwise stipulated, words implying the singular and the masculine shall include the plural and the feminine, and vice versa; and references to persons shall include firms and corporations. The Constitution does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Emmanuel Grace Church's faith, doctrine, practice, policy, and discipline, our elder board is Emmanuel Grace Church's final interpretive authority on the Bible's meaning and application, and subject to the Associated Gospel Churches of Canada will have final authority in all matters of church governance, as set forth and described in the Constitution.

# APPROVAL OF CONSTITUTION FOR EMMANUEL GRACE CHURCH INC.

The effective date of this Constitution is June 26, 2014.  
Amended January 7, 2016.

---

Randy Wig

---

Jon Hanson

---

Jake Miller

---

Keith Pickerill